

Selection Process for REALS Director

Waldron & Company was retained by King County in December of 2006 to assist with recruiting and selecting a new Director for the Records, Elections, and Licensing Services Division. We began by meeting with and speaking to a number of people within the County organization to gain a comprehensive understanding of the position and the needs of the organization. Once completed in early January, we began our active recruitment and outreach efforts.

Ultimately, we made direct contact with over 400 individuals around the country occupying leadership roles in elections administration and other large public agencies. We began to conduct preliminary interviews with candidates in late January with about 18 such interviews taking place over the next several weeks. Nine of those individuals were then interviewed a second time, and three were invited in for in person meetings with the County. As of today, we had 50 total applications from all over the country.

As the conversations and interviews continued, Sherrill Huff emerged as our leading candidate given her track record, extensive experience, and familiarity with local and state level issues. We were very pleased with the results of our outreach and feel very confident that we have indeed located a highly capable and qualified candidate in Ms. Huff.

To date Waldron & Company has billed the County \$26,250.00 for both our services (\$24,000) and expenses related to the search. There is a final installment of \$12,000 due with a small amount of additional expenses as well.